

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

October 2005 # 230

Hoffa's Priorities

Patronage or Teamster Power?

Study shows multiple salaries at heart of Hoffa patronage scheme.

Each year, the Teamster Rank & File Education and Legal Defense Foundation (TRF) conducts a comprehensive analysis of Teamster financial documents and officer compensation.

Convoy Dispatch publishes the results in our annual \$100,000 Club issue.

This year, the study focuses on the record number of super-com-

pensated Teamster officials—making \$150,000, \$200,000 or more—who are on the International Union payroll.

Our \$100,000 Club analyzes how the Hoffa administration is using members' dues money in a political patronage scheme—by guaranteeing multiple salaries to a network of political allies.

A total of 148 officials on Hoffa's payroll get multiple salaries. This figure has skyrocketed by 722 percent since Hoffa took office.

Our study also examines the

growing salary gap between these super-compensated officials and the majority of local union principal officers who make \$86,000 a year or less.

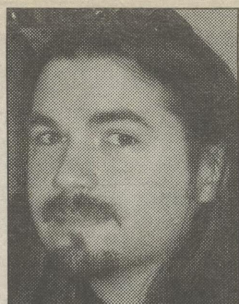
Is all of our dues money being used like it should to fight corpo-

rate greed and build union power? Or is some going for patronage and pork? We provide the data and let you decide.

See our special report on page 5. For the complete listing, see page 6-8.

"Our union and the whole labor movement face major challenges. The old guard lacks the vision and confidence to carry our union through. We are tired of the lip service, lies, and bloated salaries of Hoffa and his cronies. I think it's time we took back our union. That's why I joined TDU."

Jay Dennis
Local 89, UPS
Louisville, Ky.



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.



Hoffa Adds Top Fat Cat to 2006 Slate

Do you recognize this Teamster fat cat?

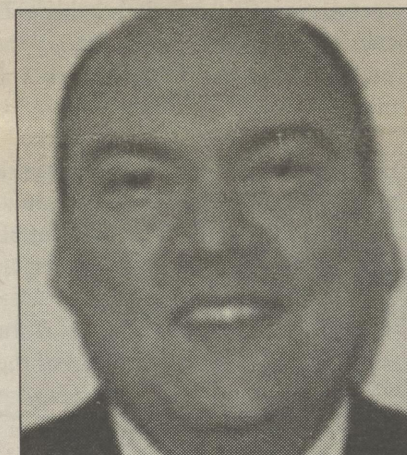
He is our union's highest paid official at \$345,408.

He inherited his local from his brother and father—a member of the Chicago mob, according to a report issued by Hoffa's former anti-corruption czar Ed Stier.

He is under an FBI investigation for alleged kickbacks and fraud involving a Teamster dental plan.

And he's the newest member of the Hoffa Slate.

See page 3 for details.



IBT Organizing Lags Again in 2004

Teamster organizing figures have decreased for the second straight year, according to the latest figures available from the National Labor Relations Board. A new report on Teamster organizing reveals the Hoffa administration is lagging far behind the organizing levels achieved in the 1990s.

Hoffa recently pulled the Teamsters out of the AFL-CIO, supposedly to free up resources for organizing. But only one percent of Teamster dues were going

to the AFL-CIO. Half that amount is now going to the Change to Win Coalition for a net savings of just \$4 million per year.

In contrast, Hoffa's broken campaign promises to "Cut and Cap" officers' pay and to introduce other financial reforms have cost our union more than \$15 million that could have been put toward organizing.

For more on Hoffa's broken "Cut and Cap" promises and a report on Teamster organizing, see pg. 9.

Letters From Our Members

Hoffa Missing In Action for Red Star Teamsters

I would like to thank TDU and *Convoy Dispatch* for the opportunity to get a very important message out to my Teamster brothers and sisters. I am not currently a member of TDU but I do certainly sympathize and support anyone who aspires to make the Teamsters a more democratic union.

I am one of the lead plaintiffs in the WARN Act lawsuit that the rank and file was forced to bring against USF. I say forced because three months after USF shut down Red Star, Jimmy Hoffa appeared to do little more than accommodate the company's every whim. I was incredulous when I saw the September edition of the "Teamster Freight News." The headline touts; "Union wins \$7 million Red Star settlement." "I can't begin to tell you how untrue that is. In fact, not a single IBT representative bothered to show up at the recent fairness hearing that was held regarding the WARN Act lawsuit.

USF Red Star no longer exists because of years of apparent mismanagement, and a "strike" that the IBT claims Hoffa didn't authorize. Immediately after the shut down a member wrote to Hoffa and asked; "Why didn't you call off the strike?" Hoffa didn't bother to respond, but IBT rep Gordon Sweeton did. He wrote, "General President Hoffa was out of town on other business when this strike was called."

That statement is incredible, if true. Is it possible that the president of the



Teamsters is not in possession of a cell phone? Do we really want to trust our future to a man who would be either this negligent, or inaccessible? We lost close to 2,000 Teamster jobs that day and have recouped less than 20 percent of them at Holland.

USF claims that Red Star could not survive after what amounted to be a one-day strike. A strike that the rank and file was never informed of until the walkout actually happened.

Incidentally, USF announced its reemergence in the East a mere month later. USF dumped Red Star, and they supplanted our contract with USF Holland's workrules, which are sub-standard. It seemed that the IBT was more attentive to the company's expansion desires than the needs of their members. Taking all of this into consideration, the rank and file had to step up and take action into our own hands. The IBT did eventually file a WARN Act lawsuit against USF. It was on the eve of the six-month deadline, and a week after they couldn't coerce me into dropping our lawsuit. Since then they have ridden our coat tails and have taken credit for any success the rank and file has achieved.

Our attorneys, not the IBT lawyers, were designated by the court to represent the "class" and they worked out the proposed settlement. In fact, the

IBT refused to help the members' attorneys. I thought we deserved more than the negotiated settlement, and said so in court. To paraphrase, "I believe that USF's callous mistreatment of all its former Red Star employees throughout this ordeal is tantamount to that of Enron's. USF needs to know its heartless actions towards tenured employees, who happen to be unionized, is unacceptable. This is a fairness hearing and what we ask for is what is fair and just. We believe the \$7 million offer is woefully inadequate. USF purports to be a \$2.3 billion dollar company.

Yellow/Roadway purchased USF and now claims to be a \$10 billion operation. When USF shut down Red Star, they claimed to have set aside \$70 million for possible litigation. Where is it now? I respectfully request the court to consider voiding this settlement so that there might be more money offered to a class that has endured so much at the hands of not only its former employer, but our union as well. A 50 percent increase in the settlement might just be the moral victory that his class needs to restore its faith that justice and restitution are attainable by the little guy."

This fight took a lot of heart and determination. I'm proud to be a Teamster and a union man that stood up for my brothers and sisters. Any settlement we achieve is due to the fact that we stuck to our principles and united to win what was rightfully ours. We need a union leadership that will do the same.

Ed Taylor
Local 107, USF Holland
Philadelphia

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2004 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Retiree Rights

I am so saddened that the courts ruled against us for retiree rights [in a recent decision about reemployment rules]. I cannot believe it. Prices are going higher and higher, but I have my hands tied, because of Teamster rules restricting what I can and can't do now that I'm retired. Who would have guessed that

fuel prices and heating cost would go up like this? I do not think we retirees should be able to work Teamster jobs, but other than that, they should not be able to control my life. I have many friends that have retired from other unions and have NO restrictions at all. Is this fight over, or will there be an appeal? Thanks so much for all you do for us.

Bonnie Langner
Local 346, Duluth Transit
Duluth, Minn.

Part-Time UPS, Full-Time Reform

As a proud TDuer and shop steward I deal with the issues facing my fellow UPS part-timers each day on the shop-floor. We want to build a stronger union involving strong reformers from across our union. Part-timers care about their livelihoods and that of their families just like all Teamsters. Let's work together in the campaign to dump Hoffa in 2006.

Ben Speight
Local 728, UPS
Atlanta

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org or letters@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

TDU International Steering Committee

Co-Chairs:

Joe Fahey, Milwaukee Local 200
Maria Martinez, Pasco, Wash., Local 839
Michael Ruscigno, New York Local 802
Michael Sawwoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Jim Jacob, Providence, R.I., Local 251
Bob McNattin, Minneapolis Local 120

Members:

Richard Berg, Chicago Local 743
Dianne Bolton, Seattle Local 174
Gilbert Clark, St. Louis Local 688
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Roy Kruchten, Chicago Local 705
Sandy Pope, New York Local 805

Alternates:

Sam Putinja, Toronto Local 938
Matt Latzo, Washington Local 639
Larry Macdonald, Atlanta Local 728

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Coli, Under FBI Investigation, To Be On Hoffa Slate

At \$345,408 total compensation, John Coli is the top Teamster fat cat in this year's \$100,000 Club. He is also the newest member of the Hoffa Slate. Coli has announced that news to various Teamster officials.

Coli is best known for his prominent role in the scandal that led Hoffa's anti-corruption czar Ed Stier to resign last year, along with the entire staff of Project RISE, Hoffa's anti-corruption program. Coli was accused of using his influence in the General President's office to shut down Stier's investigations into organized crime influence and corruption in Chicago.

Hoffa pulled the plug on Stier's investigations—and Stier resigned in protest—before these allegations against Coli could be proven. But here is what is definitely known about Hoffa's newest run-

ning mate.

Coli is the head of the powerful Chicago Joint Council and of Local 727. He inherited the leadership of Local 727 in 1992 after his father retired and his brother was removed from the Teamsters by the Independent Review Board (IRB). Coli's father was a member of the Chicago mafia, according to the Stier Report of 2004, but he himself has never been identified as a mob associate.

Coli's local is being investigated by the FBI, and a Grand Jury has issued subpoenas regarding alleged kickbacks and fraud involving the members' dental plan. A report by Stier details a scheme where money from the plan travels to an "insurer" owned by a Florida dentist, then to an account in Illinois, before a lesser amount is deposited in the dental service providers' authorized account.

What It Means

Why would James Hoffa name this man to his slate, hoping to make him a top leader of the Teamsters Union? This is a man who inherited his power, is under FBI investigation, helped kill-off the Teamster anti-corruption program, and whose first love is the members' money.

He is doing it because Coli is a Teamster power broker: he has personal influence in high places inside our union.

This is the same reason Hoffa put another Chicago power broker, Billy Hogan, on his slate ten years ago, until investigations of his operations got too hot. Eventually Hogan was removed from the union for trying to implement a sweetheart contract with a company that his family had an interest in.

This is the opposite of the way power should flow in our union. It should flow upward, from the members, stewards and



John Coli, the newest member of Hoffa's slate, is under investigation for corruption. He is the highest paid official in the Teamsters union.

local organizers. Leadership should be earned, not inherited or extorted. Leaders should be selected for their integrity and their ability to win strong contracts.

In 2006 Teamster members will have a choice between those two kinds of leadership.

Labor Shorts



Kansas City Local 41 Election

Kansas City Local 41 members handed Hoffa and International Vice President Phil Young a big defeat on October 14 when they voted out the slate sponsored by Phil Young Senior and Junior, and headed by International Rep Max Alden. In the 2001 International Union election, Hoffa won Local 41 handily. That's not happening in 2006. This local has a long history of mob influence, but it looks like the members are taking it back. Good luck to the new officers and all 7,000 members.

Tarpinian's Income Grows

Last month our article "Who's Running the Teamsters Union" pointed out the growing power inside the Teamsters of New York consultant Greg Tarpinian, Hoffa's top advisor. Now he's got a new title: Executive Director of the Change to Win Federation. This guy has more consulting gigs than he can count. How much of our dues money goes to him? Next spring, when the 2005 LM-2 forms are filed, consultants will be included. Stay tuned.

Who Speaks for Fred Gegare?

A decision by the Election Supervisor gave a small indication of who is scripting what comes out of mouths of Carhaul Director Fred Zuckerman and Central States Chairman Fred Gegare. Detroit consultant Richard Leebove writes the columns and articles signed by these guys, and by swapping a few words can even recycle them. How many other top Teamster officials are scripted by this consultant, and what do we pay him for it? Leebove is in the pay of the Hoffa campaign, also. He was barred from the 1998 election for making an illegal employer contribution of \$167,000 to Hoffa, and suspended from the 2001 campaign for hinting to union vendors that they should donate to the Hoffa campaign.

Boston Local 82 Jobs

Local 82 members want the Change to Win coalition to practice what it preaches when it comes to its central principle—namely, that unions should focus on their core jurisdictions. Commercial movers in Local 82 are fed up with the Carpenters Union poaching moving work, which is the Teamsters jurisdiction. The Carpenters have been stealing Local 82 work by threatening to slow down on construction jobs unless they're given the contract for the moving work too. The Carpenters, like the Teamsters, are part of the Change to Win coalition. Do Hoffa and his hand-picked Executive Director Greg Tarpinian have enough clout to ask the Carpenters to respect Local 82's jurisdiction?



"Next year's IBT Convention will be a chance for us to adopt financial reforms to make sure our dues money is being used to build union power, not for political patronage by the Hoffa administration."

"We need to vote to ban multiple salaries. And we have to hold our pension fund trustees accountable to the members."

"Those are the kinds of reforms that I will be supporting as the Convention Delegate from my local"

**Dudley Stewart, UPS
President and Convention Delegate
Local 87, Bakersfield, Cal.**

Time for Change: 2006

International Union Election Timetable

When Teamster reformers gather at the TDU Convention on Nov. 4-6, one item we will take up is launching a campaign to change the direction and leadership of the Teamsters Union in 2006. Candidates and campaign activists will present plans and discuss issues.

First up on the campaign will be the petition drive to officially accredit a reform slate in November and December. This will take the support of Teamster members across North America to ensure that a reform voice gets platform space in the Teamster magazine and gets access to the Teamster membership list. Also, a major fund drive will be launched to raise the war chest needed to win this campaign.

In January, nominations for delegates

to the International Teamster Convention will take place in almost every local. Any Teamster can obtain a copy of your local's election plan (with dates of nominations and ballot mailing, who will run the election, etc) by sending a written request to your local, right now. Reformers are gearing up to send a strong delegation to that Convention next June 25-29, to work to win changes in our union constitution, fight to protect our pensions, and nominate a new leadership team to replace the Hoffa-Keegel slate. That election takes place a year from now, in November 2006.

If you want to learn more about the campaign for change, that will put our union on the winning track, contact TDU today.

When UPS Management Steps Up Pressure Over Production

How to Defend Against Harassment

Pressure tactics and intimidation are part of UPS management's tool kit. The pressure may be turned on or off, or be directed at a select few, but it is rarely out of the picture altogether. And there are times when management embarks on serious campaigns of intimidation. Sometimes a center manager who has been transferred into an area for exactly this purpose launches these attacks. They target everyone, trying to stampede drivers into cutting corners to temporarily keep management off their back.

What can be done to defend yourself and your coworkers? Over the years Teamster members have developed their own tool kit for responding to pressure and intimidation.

Cut Corners Today, Pay the Price Tomorrow

Don't fall into the trap of taking risky short cuts. One of the most effective defenses is something you can do well in advance. Work every day in such a way and at a reasonable pace that you will be able to maintain over the long run, especially while having an OJS ride.

Working through your lunch or off the clock before work or after you punch out on the DIAD will catch up with you. Cutting corners on safety or on methods is also a risky short-term gamble. Short-term survival tactics such as those mentioned will serve to create an unrealistic production standard that you will not be able to maintain through the ups and downs of your career at UPS.

Keep Records

Many UPS Teamsters use the *Daily Log Book*, available from TDU, to keep track of significant events during their

workday that could effect "performance." A pocket-sized notebook can serve a similar purpose, as could a PDA. If you are able to recall and point to problems beyond your control—traffic tie-ups, weather problems, delays—you will have the ammunition needed to counter management pressure over production.

Safety and Good Work Habits

Pay attention to how UPS says they want you to do your job. Handle over-70 packages strictly according to the rules. Deliver stops in the order set up by the computer, even if it is goofy. If a decision comes up during the day that may cause you delay, communicate it to the mother ship and let them make the decision. Doing it strictly the UPS way is often the best way to protect yourself and will often succeed in getting a manager off your back.

When they want to ride with you tell them to bring a video camera so they can make a training video. Practice, practice, practice, and don't forget to get your customers into the act. Ask them to let you do your job exactly the way UPS wants it done when you have that special shadow along with you for the day. Ask your customers to communicate with your rider by complimenting on the good job you do or asking the supervisor all the service questions they have been just dying to know.

There is nothing like a good customer who just wants to know everything there is to know about international shipping from your supervisor.

Unity and Education

It is far easier for management to run amok when members are divided or iso-

lated or uninformed about their rights. So it is a must to practice rank and file unity and carry out some basic education for newer members. Whether your local union is behind the effort or not you can:

- Make it a point to have older workers talk to and greet newer workers.
- Hold short parking lot meetings before or after work to talk about issues and strategies.
- Distribute copies of the contract, and the Rank and File Guide to Enforcing the Contract, to members.
- Insist on representation or a coworker witness when called into a meeting by management.

Joint Council Rules Against Effort to Stop Givebacks

The UPS contract contains a strong clause to prevent management from undercutting the contract. Article 2, Section 2 states that any changes to regional supplements, rider or addendum are "null and void" if they are not approved by the Joint National Negotiating Committee. But a recent ruling by New England Joint Council 10 officials declares that it is "not possible" to enforce this protection.

Joint Council 10 officials dismissed charges against five New England locals for violating this clause and members' right to vote. Local 25 members filed charges against locals 25, 42, 191, 340 and 677 after these locals allowed UPS management to establish a Sunday to Thursday work week without premium pay—in direct violation of the New England supplement.

The charges correctly state that these locals violated the IBT Constitution when they agreed to the midcontract changes without a vote of all the members covered by the supplement or the approval of

- Hand out information sheets on rights and issues (available from TDU).
- Start a website for sharing information and ideas (members in Denver, Albany, N.Y., and other areas have sites).
- Hold a member rights workshop, sponsored by your local, if they are willing, or with TDU's help, if they are not.
- Get together often as a group for special occasions or social events. Getting to know each other and concentrating on the things that unite us are a great way to support each other.

These are just a few of the many strategies that can be used to protect against management intimidation.

the National Negotiating Committee.

In dismissing the charges, the Joint Council hearing panel argued that, "Since the Joint National Negotiating Committee is only convened at the time the UPS agreement is negotiated, it would not have been possible for [the locals] to have obtained a review by the Committee." The Joint Council also ruled that the givebacks were "informal" agreements and not subject to committee approval—a loophole big enough to drive a set of doubles through.

In a separate ruling, the NLRB stated that, "It appears from the investigation that the members of the Committee did give tacit and indirect approval to this change."

Which is it? Did James Hoffa and Ken Hall, the committee co-chairs, approve the givebacks or not? And do Hoffa and Hall agree that the IBT can't use Article 2, Section 2 to prevent midcontract changes that undercut the contract? UPS Teamsters have a right to know.

Know Your Rights: UPS & Military Leave

UPS management's compliance with the law protecting workers serving in the military has had its ups and downs. The law is the Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994. It offers a number of protections, such as the mandate that employers continue to provide medical coverage and that they contribute to pension plans for the period of leave.

USERRA also says that employers must make employees whole upon their return to work in terms of seniority rights they would have exercised during their period of leave.

Cases have come to light showing that UPS management sometimes violates the intent of the law. In a Florida case, management has refused to let an employee exercise his proper seniority rights (which would have put him in the feeder classification). They have also stonewalled on pension credits.

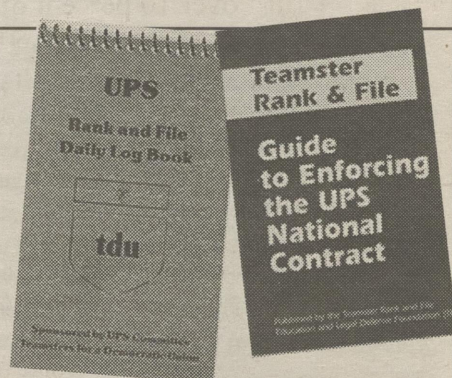
In a Virginia case, management has taken an opposite track on seniority rights—claiming that an employee currently on leave has the right to bid during semi-annual bids, even though he will continue to be on leave and not available to actually fill positions. Neither the USERRA law or the contract provide for this, with USERRA stating that employees can exercise their seniority rights upon return to work.

There have also been reports of UPS delaying payment of pension contributions to pension funds.

If you have information on how UPS is mis-applying the USERRA law, please contact TDU. If you need information on USERRA rights, go to the fact sheet on the TDU website or to www.esgr.com.

Send me _____ copies of the
UPS Logbooks (\$3 each or
\$2.50 each when ordering five
or more)

Send me _____ copies of the
*Guide to Enforcing the UPS
National Contract* (\$10 each)



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Address _____
City _____ State _____ ZIP _____
☐ Check or money order enclosed
MC/Visa/AmEx/Discover # _____ Exp. Date _____
Date _____ Signature _____

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For more books or info: (313) 842-2600 or www.tdu.org

\$100,000 Club Special Report

Report Reveals Need for Financial Reforms

Is the biggest dues increase in Teamster history being used by the Hoffa administration to fund Teamster Power or political patronage? That's the question raised by a comprehensive study of Teamster officials' salaries in all local unions and the International.

A review of hundreds of Teamster financial documents uncovered a web of political patronage in which the Hoffa administration used money from the 2002 dues increase to balloon the salaries of key political supporters.

The annual study of Teamster officer compensation also revealed a growing divide among union officials. On one side of the salary divide are the majority of local union officers. Half of all local unions pay their principal officer less than \$86,000 a year.

On the other side of the salary divide is an elite club of super-compensated Teamster officials, most on the Hoffa administration payroll. Most take home one or more additional Teamster salaries from a Teamster local, joint council or

other affiliate.

These super-compensated officials—and the multiple salaries they receive—lie at the heart of the patronage scheme.

Financial documents from the Department of Labor revealed:

- The number of officials on the IBT payroll receiving a multiple salary has increased from just 18 to 148 since Hoffa took office—a staggering 722 percent increase.
- A record 25 Teamster officials now make more than \$200,000 a year. Twenty of them are on Hoffa's payroll.
- In all, 119 officials on the IBT payroll make more than \$100,000—a figure that leaped after the 2002 dues hike. Eighty percent of them get multiple salaries.

These officials form the backbone of Hoffa's political machine. They number among Hoffa's biggest donors and are the officials the Hoffa Campaign uses to turn out the vote.

Are the 148 multiple salaries doled out by the Hoffa administration helping to buy that political loyalty? You be the judge.

Multiple Salaries—Center of Teamster Controversy

For the last 30 years, members and

Officers' Salaries: A Wide Range

Our study looked at the salaries paid by almost all Teamster locals. The data revealed a wide range of officer compensation:

- The median salary for a local union principal officer is \$86,000. Half of all local principal officers make less than that.
- About one-third of local union principal officers make more than \$100,000 in total salaries.
- Just 51 local union principal officers, or about 11 percent of those covered by the report, make total salaries of more than \$150,000. Most Teamsters would agree that is excessive. Thirty-five of these 51 officials are on the Hoffa administration payroll.
- Twenty-two local union principal officers, or about 4 percent, get salaries of more than \$200,000—and 18 of them are on the Hoffa administration pay-

roll. concerned officers have organized to reform our union's financial priorities—fighting to eliminate perks for top officials and put our union's resources towards building union power. Multiple salaries have been at the center of that struggle.

The \$100,000 Club has informed members, shed a light on abuses and brought about change. In 1990, when TDU printed the multiple salaries of several candidates for International office, they were quietly dropped from the slate and retired.

In 1993, General President Ron Carey abolished the Area Conferences and in one day eliminated 63 multiple salaries. By 1998, only 18 officials on the International payroll got a multiple salary.

Since taking office in 1999, Hoffa has reversed that trend by handing out numerous regional titles and salaries to political allies. Hoffa also uses the IBT payroll to discipline his critics. Hoffa stripped Willie Whelan of a \$20,000 a year multiple salary as the Eastern Director of the Dairy Conference after he and Billie Lee Whelan, the head of Local 803, criticized the IBT for providing no support to a Teamster organizing drive in Long Island.

roll.

Each year, the Teamster Rank & File Education and Legal Defense Foundation (TRF) compiles and analyzes hundreds of Teamster financial documents filed with the Department of Labor. Convoy Dispatch publishes the results in the "\$100,000 Club."

At one time, the "\$100,000 Club" was basically a list of Teamster fat cats. Over the years, inflation has pushed a growing number of officials who just slightly make six-figures into the club. In all, 368 officials make more than \$100,000. Seventy-three of these officials make \$150,000 or more. And 131 make \$125,000 or more.

How much is too much? Should multiple salaries be banned? We give you the facts and let you decide.

This study is non-partisan, and includes all Teamster officials, whether elected or appointed, reform or old guard.

\$100,000 Club Report Findings:

- ✓ Under Hoffa, multiple salaries and political patronage are at an all-time high.
 - ♦ Hoffa pays multiple salaries to 148 political allies.
 - ♦ Multiple salaries are up 722 percent under Hoffa.
 - ♦ A record 119 officials on the International payroll make \$100,000 or more—80 percent get multiple salaries.
- ✓ The salary gap is widening between the majority of local union leaders and a layer of super-compensated officials—most of whom are on Hoffa's payroll.
 - ♦ Half of all local union principal officers make less than \$86,000
 - ♦ Just over 10 percent of principal officers make total salaries of more than \$150,000. Just four percent make \$200,000 or more—80 percent are on Hoffa's payroll.



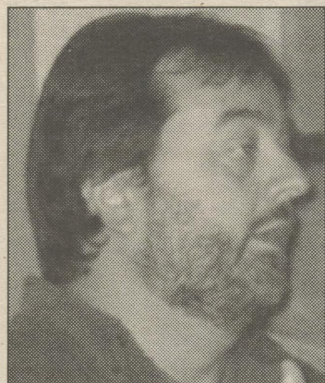
"The head of our local makes \$168,000 a year from four Teamster salaries and has multiple pensions, while we've had our pension cut. Maybe some officials need to feel some of what we feel, to fight for us. We're running for office in Local 891 to straighten out our union's priorities and put our local back in the hands of the members."

Dexter Moncure
Local 891, ABF
Jackson, Miss.

\$54 Million Paid to 368

Name	City	Salary	Total Compensation	Affiliations	Name	City	Salary	Total Compensation	Affiliations
Coli, John T.	Chicago	316,131	345,408	JC 25, L 727	Soehl, Ernie	Brunswick, N.J.	147,000	165,822	Intl, L 701
Hancock, Terrence	Burr Ridge, Ill.	253,118	263,416	Intl, L 731, L 738, JC 25	Gallegos, Frank	Salinas, Cal.	146,443	170,901	Intl, CC, JC 7, L 890
Dawes, James	Chicago	251,530	259,176	L 710	Bennetta, Joseph	Bridgeport, Conn.	146,406	156,802	Intl, L 191
Flynn, Patrick W.	Chicago	251,530	282,177	Intl, JC 25, L 710	Fiorillo, Val	Mountainside, N.J.	145,800	165,022	L 863
Hoffa, James P.	Washington	251,529	291,838	Intl	Bouvier, Robert	Montreal, Que.	144,851	144,905	Intl
Santangelo, James	Covina, Cal.	251,446	279,582	Intl, JC 42, L 848	Weinert ¹ , Dennis	Dayton, Ohio	144,629	157,947	Intl, JC 41, OH, L 957
O'Donnell, Thomas R.	Lake Success, N.Y.	246,903	271,373	Intl, L 817	Dellinger, Jr., Harry	Washington	142,950	162,015	Intl
Gilman, Steven	New York	245,659	268,439	L 810	Sosinsky, Joel	New York	142,725	161,732	Intl, L 237*
White, Robert	Joliet, Ill.	245,654	271,312	Intl, JC 25, L 179	Gleason, Keith	Peoria, Ill.	142,569	147,268	Intl, JC 65, L 627
Haynes, Carroll	New York	239,841	269,929	Intl, L 237*	Stryker, Patricia	New York	142,071	143,994	L 237*
Cammack, Randy	Covina, Cal.	239,704	268,720	Intl, JC 42, L 63	Cousimano, Anthony	N. Hollywood, Cal.	141,905	160,447	L 399
Reed, Leo	N. Hollywood, Cal.	236,211	257,380	Intl, L 399	Santoro, Donna	New York	141,130	155,439	L 810
Smith, Louis	New York	235,299	250,845	JC 16, L 810	Redmond, Howard	New York	140,219	145,931	Intl, L 804
Sowell, Ernest E.	Houston	231,571	234,041	Intl, L 747	Wojciechowski, Jos.	Scarsdale, N.Y.	140,192	163,647	L 812
Keegel, C. Thomas	Minneapolis	228,277	283,677	Intl	Mathis, Michael	Washington	140,162	187,962	Intl
Coli, Michael	Chicago	226,200	245,536	L 727	Raymond, Dennis	Waterbury, Conn.	140,061	156,232	Intl, L 677, JC 10
Taurone, Ralph	Salt Lake City	225,165	246,050	Intl, JC 3, L 222	McLaughlin, Michael	San Bruno, Cal.	138,873	154,540	Intl, L 856
Cipriani, Jack	Greensboro, N.C.	222,758	244,909	Intl, L 391	Kikes, John	Hayward, Cal.	138,380	161,207	Intl, L 78
Bernstein ² , Joseph	Des Plaines, Ill.	222,520	228,856	JC 25, L 781	DiPietto, Angelo	New York	138,075	139,575	L 831*
Lytle, Walter	Ft. Wayne, Ind.	217,353	245,307	Intl, L 414	Bulgaro, John	Albany, N.Y.	137,982	157,855	Intl, JC 18, L 294
Mack III, Chuck	Oakland, Cal.	217,074	247,725	Intl, JC 7, L 70	Kudla, Larry	Lake Success, N.Y.	137,601	166,114	L 282
McCall, James	Washington	209,471	233,437	Intl, L 823	Miranda, George	Englewood Cliffs, N.J.	137,247	159,396	L 815, JC 16
Mack, Steve	Hayward, Cal.	206,596	238,613	Intl, JC 7, L 78	DiPilato, George	Philadelphia	136,338	136,338	L 502*
Conder ¹ , Carl	Kansas City, Mo.	206,121	235,278	Intl, L 41	Doyle Jr., Edward	Elmsford, N.Y.	135,461	137,659	L 456
Wood, Ken	Tampa, Fla.	205,407	232,835	Intl, JC 75, L 70	Gattus, Paul	Lake Success, N.Y.	135,197	157,668	L 282
Kane, Sr., Daniel	Brooklyn, N.Y.	197,672	227,477	L 111, L 456, L 531, L 522*	Gesualdi, Thomas	Lake Success, N.Y.	135,197	163,939	L 282
Gegare, Fred	Green Bay, Wis.	196,876	223,176	Intl, JC 39, Dairy, L 75	Johnson, Cheryl	Toledo	135,192	179,814	Intl, L 20
Lennox, Robert	Pico Rivera, Cal.	196,567	213,097	Intl, JC 42, L 495	Rumore ² , Anthony	Scarsdale, N.Y.	135,077	147,022	JC 16, L 812
Sweeney, Michael	Chicago	196,367	205,940	L 710	Bove, Michael	New York	134,925	136,425	L 831*
Laughton, David	Manchester, N.H.	195,340	216,281	Intl, JC 10, L 633, L 64	Bayusik, Robert	New Haven, Conn.	134,900	145,879	L 443
Nespoli, Harry	New York	191,000	192,500	JC 16, L 831*	Hahn, R.	Orange, Cal.	134,586	150,921	L 952
Volpe, Richard	New York	186,004	213,610	Intl, L 550	Bairos, Joseph J.	Providence, R.I.	134,484	147,950	L 251, L 64
Bernstein ² , Robert	Des Plaines, Ill.	184,265	190,421	L 781	Schuler, Walter	Detroit	133,525	150,934	JC 43, L 247
Hogan, Robert A.	Berwyn, Ill.	183,769	202,625	JC 25, L 714	Rainville, Brian	Chicago	133,346	148,500	Intl, JC 25
Long ¹ , James	Visalia, Cal.	182,501	195,118	JC 38, CC, L 94	Hannah, Daniel	El Paso, Texas	133,033	166,577	GCA UP Western Lines
Mundy, Stuart	E. Providence, R.I.	178,559	200,357	Intl, JC 10, L 251	Machado, Robert	Lake Success, N.Y.	132,596	132,596	L 282
Middleton, Rick	El Monte, Cal.	178,060	193,220	Intl, L 572	Kane, Jr., Daniel J.	New York	132,058	144,323	Intl, JC 16, L 202
Scalf ² , Carlow	Washington	176,761	192,328	Intl	Robinson, David	Saginaw, Mich.	131,777	171,175	Intl, JC 43, L 486
Hall, Richard Ken	S. Charleston, W.V.	174,745	206,511	Intl, KY-WV, L 175, JC 94*	Cornelius, Anthony	Green Bay, Wis.	131,625	141,531	Intl, JC 39, L 75
Potter, Fred	Hazlet, N.J.	174,092	178,692	Intl, L 469	Avalos, Anthony	Burr Ridge, Ill.	130,653	133,281	L 731
Johnson, Tyson	Dallas	173,843	201,124	Intl, L 745	Watson, Dennis	Carson, Cal.	130,360	137,397	L 572
Labarbera, Gary	Lake Success, N.Y.	172,498	196,965	JC 16, L 282	Reardon, Ritchie	Charlestown, Mass.	129,932	133,389	L 25, JC 10
Perry, John	South Boston	169,602	186,649	Intl, L 82, JC 10	Salmeron, Mary	S. El Monte, Cal.	129,250	136,407	L 986
Harren, John	S. El Monte, Cal.	169,450	183,198	JC 42, L 986	Warnock, Jr., Robert	South Bend, Ind.	128,958	136,304	JC 69, L 364
Smith, Willie C.	Jackson, Miss.	168,388	173,095	Intl, JC 87, L 891, L 988	Harple, Charles	Washington	128,878	163,230	Intl
Hobart, J. Allen	Yakima, Wash.	168,162	195,100	Intl, JC 28, L 760	Rodziewicz, Edward	Cleveland	128,424	165,053	BLET
Yates, Ernest	Daly City, Cal.	167,351	174,711	Intl, JC 7, L 665	Walpert, William	Cleveland	128,424	170,004	BLET
Woldman, William	Burr Ridge, Ill.	164,869	168,692	L 731	Donato, Anthony	New York	128,096	133,376	L 804
Barton, Danny	Indianapolis	164,291	174,663	Intl, JC 69, L 135	Germana, Ronald	New York	127,972	140,134	L 237*
Brennan, Lawrence	Detroit	163,802	192,201	Intl, JC 43, L 337	Zimmerman, Garnet	Vancouver, B.C.	127,644	147,342	Intl
Morales, Robert	San Francisco	163,372	170,542	Intl, JC 7, L 350	Putnam, Jerry	Ft. Worth, Texas	127,275	131,051	JC 80, L 997
Aloise, Rome	San Leandro, Cal.	163,071	190,870	Intl, JC 7, L 853	Marchetti, T.	N. Hollywood, Cal.	126,651	152,414	L 399
Rispoli, Jr., Alphonse	Mountainside, N.J.	161,298	176,876	JC 73, L 863	Di Leo, Donald	Newark, N.J.	126,554	137,151	JC 73, L 408
Kelly, Patrick	Orange, Cal.	161,088	171,075	L 952	Ray, Wallace	Powell, Tenn.	126,490	149,071	GCA NS Southern Line
Bell, Richard	Washington	160,179	180,096	Intl	Cardullo, Paul	Philadelphia	125,649	138,914	JC 53, PA, L 929
Hendershot, Richard	New York	160,127	186,320	L 237*	Taylor, Denis	Baltimore	124,787	133,636	Intl, JC 62, L 355
Mancuso ¹ , Nicholas	New York	158,734	173,573	JC 16, L 237*	Valenti, Joseph	Detroit	124,600	124,600	L 214
Williams, John A	Seattle	158,150	180,517	Intl, JC 28, L 117	Nowak, Greg	Detroit	124,445	156,884	Intl, JC 43, L 1038
Hahs, Don	Cleveland	157,421	207,878	BLET	Lange, Kenneth	St. Louis	124,268	131,126	JC 13, L 6, MO-KS
Strzechowski, Becky	Chicago	156,192	175,657	L 727	Gross, Gerald	S. Easton, Mass.	123,991	149,250	JC 10, L 653
Slawson, Sr., Bradley	Minneapolis	156,125	185,962	Intl, L 120	Oshin-Martin, M.	New York	123,608	135,770	L 237*
Gillen, Frank J.	Philadelphia	154,109	187,985	JC 53, PA, L 500	Rosano, Thomas	Scarsdale, N.Y.	123,115	142,898	L 812
Walston, Robert	Chicago	153,923	170,892	L 743	Vitta, Joseph	Scarsdale, N.Y.	123,115	150,963	L 812
Custer, Thomas	Chicago	153,263	161,082	JC 25, L 673	Mahoney, John	Charlestown, Mass.	122,982	130,911	L 379
Zuckerman, Fred	Louisville, Ky.	153,168	183,953	Intl, JC 94, KY-WV, L 89	Vincent, Jerry	Louisville, Ky.	122,678	128,828	JC 94, KY-WV, L 783, L 19
Wittlen, Gary S.	Washington	152,324	169,094	Intl	Dayan, S.	N. Hollywood, Cal.	122,288	135,877	L 399
Cuite, John	Elmsford, N.Y.	152,199	168,446	Intl, L 456	Digrazia, Anthony R.	Des Plaines, Ill.	122,172	128,277	L 781
Insprucker, Roger	Cincinnati	152,106	167,616	Intl, JC 26, OH, L 114	Magrene, Anthony	New York	122,163	125,574	L 804
Molinero, Joseph	Pittsburgh	151,725	182,946	Intl, L 211	Vairma, Steven	Denver	122,145	141,429	Intl, JC 3, L 435
O'Donnell, Thomas J.	Lake Success, N.Y.	151,300	186,920	L 817	Bolt, Dale	Burr Ridge, Ill.	122,023	124,779	L 731
Dulczak, John	Philadelphia	150,616	167,736	L 837	Lisner, John	Burr Ridge, Ill.	122,022	125,002	L 731
Smith, Richard A.	Des Plaines, Ill.	150,000	157,660	L 781	Steger, John	Washington	121,449	139,148	Intl, L 639
Young, Phil	Kansas City, Mo.	148,712	171,850	Intl	Pabon, Jr, Evaristo	New York	121,237	131,438	L 237*
Lichtenwald, William	Toledo, Ohio	147,792	174,713	Intl, L 20, OH	Buhlert, William	New York	120,818	124,284	L 804
Perkins, Frank	San Antonio	147,146	170,397	Intl, JC 58, L 657	O'Brien, Sean	Charlestown, Mass.	120,313	122,873	L 25

368 Teamster Officials



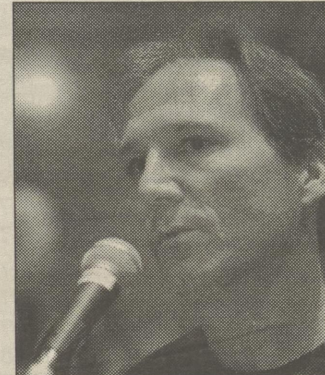
"I thought the dues increase meant more organizing and a stronger union. We get the hype while the officials get the big bucks. It's time for payback. I'm running for delegate and plan on being at the 2006 IBT Convention. We need motions against multiple salaries and for greater financial accountability. It's our money and we need to control how it's spent."

Jimmy Rickert
Local 28, Roadway
Greenville, S.C.

"The fat cats have lost touch with the realities of working rank and file members."

"Like pigs at the trough, they have become addicted to their bloated salaries and perks. It's time to get lean and clean and vote out the pork."

Tim Pagel
Local 988, Yellow
Houston



Name	City	Salary	Total Compensation	Affiliations	Name	City	Salary	Total Compensation	Affiliations
Kenny, Michael	Anchorage, AK	120,214	128,011	L 959	Hogan, James M.	Berwyn, Ill.	115,416	129,947	L 714
Petterson, R	N. Hollywood, Cal.	120,035	141,226	L 399	Kenny, Paul	Los Angeles	115,326	135,867	L 630
Hamilton, William	Philadelphia	119,883	153,240	Intl, JC 53, L 107	Marshall, Andrew	Phoenix	115,136	134,363	Intl, L 104
Pruitt, E. L.	Cleveland	119,726	145,859	BLET	Mattesi, Joseph	New York	115,100	127,865	L 272
Holmes, Raymond	Cleveland	119,726	150,905	BLET	Alston, Fred	New York	115,100	128,347	L 272
McPherson, Dale	Cleveland	119,726	150,905	BLET	Allers, Eddie	New York	115,100	129,339	L 272
Greiger, Edward	Cleveland	119,726	151,858	BLET	Whelan ¹ , Gerard	Brooklyn, N.Y.	114,668	125,058	L 805
Speagle, Stephen	Cleveland	119,726	152,094	BLET	Virtue, Daniel	Harrisburg, Penn.	114,620	131,694	Intl, L 776
Wingo, Paul	Cleveland	119,726	160,999	BLET	Reyes, Lucio	Stockton, Cal.	114,606	129,877	Intl, CC, L 601
Sorrow, Paul	Cleveland	119,726	166,512	BLET	Digiampaolo, Louis	Charlestown, Mass.	114,566	128,460	L 25
Radek, Richard	Cleveland	119,726	177,146	BLET	Mazzei, Lou	Chicago	114,430	125,299	L 786
Haarala, Kenneth	Covina, LA	119,700	137,069	L 63	Souza, Jr., John	Modesto, Ca.	113,736	124,648	Intl, JC 38, L 386
Luddine, Paul	Lake Success, N.Y.	119,653	139,120	L 282	Korgan, Randy	Covina, Cal.	113,700	132,271	Intl, L 63
Shepherd, Wendell	Lake Success, N.Y.	119,652	137,267	L 282	Sawyer, Aaron	Washington	113,586	133,636	Intl, L 922
Aloisio, Thomas	Detroit	119,575	136,216	JC 43, L 247	Farmer, Jeffrey	Washington	113,583	140,710	Intl, JC 32
Barnes, Robert	Waukegan, Ill.	119,512	125,528	L 301	Byrd, Lamont	Washington	113,375	132,751	Intl
Pirozzi, Anthony	Lake Success, N.Y.	119,216	134,291	L 282	Brennan, Thomas	Cleveland	113,327	131,778	BLET
Caldwell, Bret	Washington	118,593	147,966	Intl	Murphy, John	Charlestown, Mass.	113,261	125,298	L 25
Scott, Michael	Miami	118,538	127,292	Intl, JC 75, L 769	Garza, Sylvia	Los Angeles	113,232	131,247	L 630
Muller, Mark	Chester, Penn.	118,440	123,152	L 312	Martucci, Joseph	Berwyn, Ill.	113,163	131,200	L 714
Sperlazzo, Thomas	New York	118,322	121,794	L 804	Clair, Thomas P.	Chicago	113,149	113,149	L 726
Brady, Colleen	Charlestown, Mass.	118,283	121,401	Intl, L 25	Lucas, Jr., David	East Hartford, Conn.	112,978	126,797	JC 10, L 671
Galli, Joseph	St. Louis	118,247	120,229	MO-KS, JC 13, L 688	Kreiser, Daniel A.	Trenton, N.J.	112,926	120,728	L 35
Rodriguez ¹ , Eunice	New York	118,237	133,233	L 237*	Godin, Gerald	Charlestown, Mass.	112,589	119,770	L 379
Hart, Dennis	Hayward, Cal.	118,172	133,257	Intl, L 78	Connolly, Francis	Lake Success, N.Y.	112,578	132,955	L 817
Masoner, M	N. Hollywood, Cal.	118,114	138,511	L 399	Laquidara, Frank	New York	112,576	116,482	L 804
Guarella, Angelo	New York	118,001	121,271	L 804	Sanchez, Louis	Mountainside, N.J.	112,200	126,053	L 863
Smith, Edward	San Diego	117,972	127,664	L 683	Stiede, Thomas	Chicago	111,940	127,572	JC 25, L 703
Leary, William	New York	117,953	122,467	L 804	Garcia, Lourdes	Carson, Cal.	111,930	117,496	L 572
Defelice, Patrick	New York	117,881	124,005	L 804	Wilson, James	Charlestown, Mass.	111,605	119,251	L 25
Marrocco, Dominick	Lake Success, N.Y.	117,562	131,392	L 282	McCarthy, David	Worcester, Mass.	111,509	117,146	L 170
Bisignano, Louis	Lake Success, N.Y.	117,562	134,193	L 282	Millett, John	Worcester, Mass.	111,509	117,752	L 170
Minisci, James	Los Angeles	117,541	127,180	L 578	Gentile, Carl	Worcester, Mass.	111,509	119,230	L 170
Ranita, Gerald	New York	117,344	122,016	L 804	Peters, James	Worcester, Mass.	111,509	120,318	L 170
Whitmer, Raymond	Long Beach, Cal.	117,334	126,040	L 911	Vivadelli, Bruce	Mountainside, N.J.	111,300	125,589	L 863
McLuckie, Frederick	Washington	117,245	142,554	Intl	Peloquin, Edward	Worcester, Mass.	111,269	116,445	L 170
Herrera, Ron	Covina, Cal.	117,072	130,912	L 396	Fiori, James	Worcester, Mass.	111,209	118,180	L 170
Kenny, Mark	Cherry Hill, N.J.	117,065	138,402	GCA Amtrak	Comeau, III, John	Worcester, Mass.	111,164	117,920	L 170
Stapleton, Michael	Orlando, Fla.	116,921	135,193	Intl, JC 75, L 385	Mordasini, Chester	Long Beach, Cal.	110,970	122,112	L 911
Mauren, Sue	Minneapolis	116,722	129,528	Intl, JC 32, L 320	Deaner, Leo	Washington	110,896	123,942	Intl
Connolly, Thomas	New York	116,721	118,294	L 804	Franken, Diana	Salem, Ore.	110,730	119,007	JC 37, L 670
Clavin, Keith	Kansas City, Mo.	116,639	120,340	L 41, MO-KS	Gleason, Mark	Daly City, Cal.	110,550	116,524	L 665
Reddy, Kevin	Providence, R.I.	116,527	126,332	L 251, L 64	Muraki, James	So. El Monte, Cal.	110,550	124,623	L 986
Sykes, Larry	Decatur, Ill.	116,353	144,195	GCA NS Northern Lines	Griswold, Chris	So. El Monte, Cal.	110,550	135,113	L 986
Carroll, Brian	Providence, R.I.	116,321	125,141	L 251, L 64	Gerow, John J.	Union, N.J.	110,268	122,042	L 97
Walker, Kenneth	Pico Rivera, Cal.	116,096	168,908	L 495	Harrington, Mark	Charlestown, Mass.	110,192	121,047	L 25
Gore, Gilbert	San Antonio	116,032	123,032	GCA UP Southern Region	Lehman, Timothy R.	Chester, Penn.	110,146	117,408	Intl, L 312
Blanchard, James	Washington	116,002	150,580	Intl, L 390	Koonce, John	Salem, Ill.	110,066	139,007	GCA IL Central
Wells, Howard	Collingswood, N.J.	115,705	126,642	L 676	Shada, Vic	Sacramento, Cal.	109,986	110,069	JC 38, L 228
Kozicki, Paul	Detroit	115,450	134,148	L 247	Washburn ¹ , Caroline	Louisville, Ky.	109,654	117,113	KY-WV, L 89

Continued on page 8

Continued from page 7

Name	City	Salary	Total Compensation	Affiliations	Name	City	Salary	Total Compensation	Affiliations
Alexander, Daulton	Ft. Worth, Texas	109,624	112,936	JC 80, L 997	Kahele, Melvin	Honolulu	102,300	107,734	L 996
White, Thomas	Joliet, Ill.	109,579	116,691	L 179	Wilson, Matt	Galeburg, Ill.	102,266	113,778	GCA BNSF
Pierce, Dennis	Galesburg, Ill.	109,469	136,821	GCA BNSF	Strain, Max	Indianapolis	102,129	119,741	Intl, L 135, JC 69
Keller, Robert	Norristown, Penn.	109,385	118,400	L 384	Knight, Willard	Salem, Va.	102,120	116,248	GCA NS Eastern Lines
Byrnes, Charles	Pittsburgh	109,265	145,949	Intl, JC 40, L 926	Price, Allen	Columbus, Ohio	102,060	114,395	L 284
Powell ¹ , Harold	Columbus, Ohio	109,254	121,149	JC 41, L 284	Spencer, Michael	Madison, Wis.	102,015	105,656	JC 39, L 695
Lucas, Ronald	Buffalo, N.Y.	109,165	118,308	JC 46, L 264	Silva, Nelson	New York	102,007	118,396	L 810
Hardiman ¹ , Mary	Washington	108,747	125,541	Intl	Mascali, John	New York	102,007	121,752	L 810
Marsh, Warren	Scarsdale, N.Y.	108,692	133,225	L 812	Wiechmann, Mark	Joliet, Ill.	101,749	109,590	L 179
Carson, James	S. Portland, Maine	108,608	117,644	JC 10, L 340	Hoeg, Yvette	Waukegan, Ill.	101,743	102,714	L 301
Ziembozic, Thomas	Detroit	108,575	125,553	JC 43, L 247	Kuziel, John	Waukegan, Ill.	101,743	110,026	L 301
Tocco Jr., Dominic	Cleveland	108,541	128,321	JC 41, OH, L 416	Byra, Michael	Waukegan, Ill.	101,743	112,149	L 301
Gonzales, Jesus	Los Angeles	108,206	120,241	L 630	Easley, Charles	Waukegan, Ill.	101,743	113,457	L 301
Hands, Dennis	Jackson, Mich.	107,836	127,762	Intl, JC 43	Lucidi, Greg	Trenton, N.J.	101,617	142,503	JC 73, L 35
Condron, Matthew	Norristown, Penn.	107,835	114,088	L 384	Jefferies, Clay	Orlando, Fla.	101,590	110,842	L 385
Haffner, Michael B.	Waukegan, Ill.	107,775	116,761	L 301	Schoessling, James	Washington	101,549	130,323	Intl
Barnett, Carlos	Covina, Cal.	107,700	127,675	Intl, L 63	Baniecki, Louis S.	Washington	101,549	140,145	Intl
Orr, Stanton	Miami	107,680	110,222	L 769	Mathis, Anthony	Washington	101,549	142,085	Intl
Lovinus, Paul	Milwaukee	106,957	113,746	JC 39, L 344	Bratka, Steve	Galeburg, Ill.	101,236	110,636	GCA BNSF
Andrews, Anthony	Portland, Ore.	106,740	117,428	JC 37, L 305	Jacobs, Paul	Detroit	101,200	114,223	L 247
Gaines, Robert	Norristown, Penn.	106,681	114,378	L 384	Campbell, Walter	Chalreston, Mass.	101,128	109,886	L 25
Brier, George	Waterbury, Conn.	106,664	118,725	L 677	Rayes, Robert	Detroit	101,077	111,888	Intl, JC 43, L 51
Capobianco, John	Waterbury, Conn.	106,664	118,885	L 677	Rock, Allen	Burr Ridge, Ill.	100,967	103,574	L 731
Murphy, John F.	Boston	106,604	130,326	Intl, L 122	Logan, William	Burr Ridge, Ill.	100,966	103,079	L 731
Rightnowar, Charles	N. Little Rock, Ark.	106,516	106,516	GCA UP Central	Paffenroth, Robert	Covina, Cal.	100,918	123,169	L 633
Konop, Reggie	Appleton, Wis.	106,393	106,393	JC 39, L 563	Modecker, Edward	Denver	100,840	112,212	Intl, JC 3, L 537
Pratt, Darrell	Fresno, Cal.	106,278	120,591	JC 38, L 431	Smith, Jr., James E	Philadelphia	100,840	114,042	L 115
Metzinger, Thomas	Washington	106,181	117,272	Intl	Spriggs, Angelo	Hazlet, N.J.	100,800	109,745	L 469
Saal, Phil	San Diego	106,103	115,143	JC 42, L 542	Lickert, Jr., William	White Oak, Penn.	100,790	108,045	PA, JC 40, L 205
Moore, Kevin	Detroit	106,059	147,720	Intl, L 299	Briggs, Terry	Mineola, Texas	100,718	105,751	SLB Texas
Passaretti, Patrick	New York	106,037	121,797	L 237*	West, Donnie	Birmingham, Ala.	100,715	112,898	JC 87, L 612
Marshall, Roy E.	Washington, Penn.	105,889	121,480	JC 40, PA, L 585	Floyd, Gregory	New York	100,490	106,583	L 237*
Needham, Sylester	New York	105,875	123,341	L 813	Moore, William	Topeka, Kan.	100,400	143,103	Intl, MO-KS, JC 56, L 696
Labrie, Steven	E. Providence, R.I.	105,864	114,548	L 251	Elder, Bill	Ventura, Cal.	100,375	109,204	L 186
Boyajian, Joseph	E. Providence, R.I.	105,787	120,439	L 251	McGaha, Michael	Greensboro, N.C.	100,213	114,817	Intl, L 391
Amant, Bob	Chicago	105,759	107,291	L 744	Pauli, Jr., Gerald	Chicago	100,106	129,898	L 710
Gillihan, Robert	Kansas City, Mo.	105,700	123,725	JC 56, L 541, MO-KS	Carver, Ronald	Washington	100,106	138,291	Intl
Rodriguez, Genero	Berwyn, Ill.	105,611	122,125	L 714	Uniatowski, Thomas	Chester, Penn.	100,080	106,760	L 312
Leccese, Louis	New York	105,560	113,960	L 831*	Whobrey, Charles	Evansville, Ind.	100,026	103,445	Intl, L 215
Loy, Richard	Norristown, Penn.	105,270	112,202	L 384	Vendafreddo, M.	Berwyn, Ill.	100,022	120,713	L 714
Mixon, Al	Cleveland	105,264	108,673	JC 41, L 507					
Parker, Arthur W.	Houston	105,255	111,830	JC 58, L 968					
Fernandez, Hector	Covina, Cal.	105,177	123,623	Intl, L 63					
Rime, Mark	Minneapolis	104,928	109,293	JC 32, L 638					
McHugh, M.	Orange, Cal.	104,891	113,988	L 952					
Tiboni, Gary	Cleveland	104,764	114,610	L 436					
Barnes, James R.	Waukegan, Ill.	104,759	116,573	L 301					
Gray, Claude	Greenboro, N.C.	104,694	117,306	Intl, L 391					
Padellaro, Jeffery	Manchester, N.H.	104,584	115,316	L 633					
Collett, Garry	Danville, Ill.	104,575	114,081	JC 65, L 26					
Killam, Harold	Washington	104,311	114,044	Intl					
Joseph, George	S. Easton, Mass.	104,209	119,449	L 653					
Mcallister, Robert	Charlestown, Mass.	103,982	107,437	L 25					
Goebel, Michael H.	St. Louis	103,919	115,410	Intl, L 688					
Whelan, William J.	New York	103,825	128,909	Intl, L 584					
Natzke, Edward	Chicago	103,820	109,393	L 744					
Montgomery, Matt	Lexington, Ky.	103,771	108,302	KY-WV, L 651, JC 94					
Singer, Les	Toledo, Ohio	103,713	130,011	Intl					
Tessier, D.	Seattle	103,455	106,539	L 117					
Yeoman, Joseph	Pleasantville, N.J.	103,450	114,778	JC 53, PA, L 331					
Bergen, Mike	Bloomington, Cal.	103,438	112,378	JC 42, L 166					
Pocztowski, Stephen	Chicago	103,351	105,903	L 705					
Esposito, Joseph	Bridgeport, Conn.	103,337	112,330	L 191					
Perez, Martin	Covina, Cal.	103,300	114,446	L 633					
Brantley, Kenneth R.	Chicago	103,239	103,239	L 726					
Overton, William	Powell, Tenn.	103,182	111,678	GCA NS Southern Lines					
Thal, S.	Seattle	103,164	109,389	L 117					
Dion, E.	Daly City, Cal.	102,993	107,895	L 665					
Stern, Richard	Washington	102,927	122,090	Intl					
Bartholomew, Daniel	Minneapolis	102,902	120,228	Intl, JC 32, L 289					
White, David	Baltimore	102,817	110,410	L 355, JC 62					
Dornbach, J.	Orange, Cal.	102,807	115,065	L 952					
Lazazzero, Authur	Charlestown, Mass.	102,737	116,467	L 25					
Luckett, Frankie	Chicago	102,730	113,001	L 710					
Bradshaw, Edward J.	Chicago	102,678	112,221	L 710					
Huff, Bill	Covina, Cal.	102,600	114,151	L 396					
Nolan, James	New Orleans	102,454	110,978	L 270					
Conyngham, Michael	Washington	102,426	117,623	Intl					

Key to the \$100,000 Club

This chart lists Teamster officials and staff who received salaries of over \$100,000 in 2004. This information was compiled from hundreds of Department of Labor LM-2 and LM-3 forms and IRS Form 990 reports. Total compensation includes salaries, allowances and expenses, but does not reflect other benefits such as pensions and automobiles.

Notes:

*The LM form or Form 990 was not available for 2004, number is based on 2003 forms.

1 Retired or left union employment due to resignation, election defeat, or discharge.

2 Has been removed from all offices by action of the Independent Review Board or other legal action.

Abbreviations:

BA=Bakery and Laundry Conference; BLET=Brotherhood of Locomotive Engineers and Trainmen; BR=Brewery and Soft Drink Workers Conference; CC=Cannery Council; Dairy=Dairy Conference; GCA=BLET General Committee of Adjustment; Intl=International; JC=Joint Council; KY-WV=Kentucky-West Virginia Conference; L=Local Union; MO-KS=Missouri-Kansas-Nebraska Conference; SLA=BLET State Legislative Association

I'll Be There Nov. 4-6

"Officials' salaries go up and up and the membership gets less and less. Does this leadership know the value of a hard-earned paycheck? I've met leaders that do. They're at the TDU Convention and I look forward to meeting more this year in St. Louis."

Donna McCuiston
Local 299, Allied
Detroit

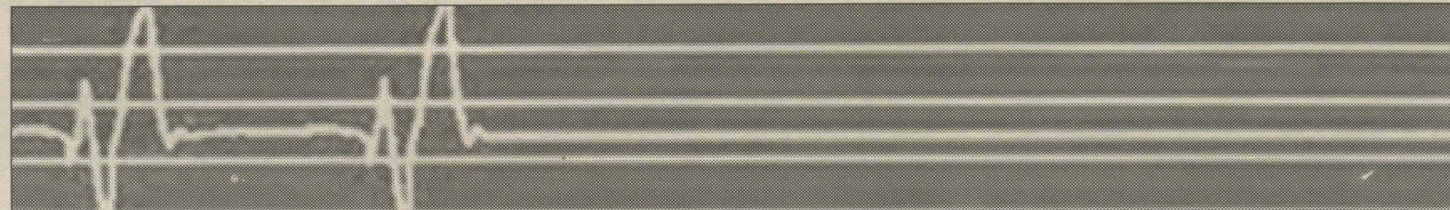


Organizing Report Shows Need for New Strategies to Build Power

In spite of dues increase, Teamster organizing in core industries falls flat.

James Hoffa recently pulled the Teamsters out of the AFL-CIO, saying unions had to boost their bargaining power by organizing the nonunion competition in our core industries. But a special investigation of the most recently available organizing statistics reveals that Teamster organizing in 2004 continued to lag far behind the levels achieved a decade ago.

Researchers found that not only is Teamster organizing down in the Hoffa years, but that the IBT has failed to strategically focus on the targets that could boost the union's bargaining power in key industries.



More Money, Less Organizing

General Secretary-Treasurer Tom Keegel recently reported that the Hoffa administration has "poured \$44 million into organizing." But even the largest dues hike in Teamster history failed to reverse the Hoffa administration's record on organizing.

In 2002, the Hoffa administration raised members' dues by 25 percent, in part, he said, to boost organizing. Hoffa also reshuffled the organizing department and installed Jeff Farmer as Director of Organizing. The Hoffa administration promised then—just as they are promising now—that the IBT would focus on

organizing the nonunion competition to boost Teamster membership and bargaining power in our core industries.

Not only has Teamster organizing dropped far below the levels achieved in the 1990s, but organizing is not directed

at strategic targets. The IBT did not participate in a single NLRB organizing election at freight companies Overnite, Conway, Estes or Watkins in 2004.

Cintas, touted by the IBT as a big national campaign coordinated with the

UNITE HERE union, does not appear at all in the NLRB statistics. How much of the \$44 million was "poured" into this campaign?

Some Teamster organizing takes place outside the NLRB process, among public workers or rail and airline workers. However, most Teamster organizing, especially in our core industries, is covered by these NLRB statistics.

Making Gains in Waste

Trucking and warehousing recruitment brought a little over 2,000 workers into the union. Healthcare came in second, with a little over 1,000 workers organized. The third largest group of workers organized in 2004 was in waste hauling. A number of local unions have worked with the IBT to organize BFI, Waste Management and Allied—the big players in this industry. In 2002 Waste Management accounted for the most IBT elections against any single employer (20 elections). In 2004 activity has lessened somewhat but continues to show some life. There were 16 elections (and nine wins) against BFI, Waste Management and Allied in 2004.

Is DHL the Strategic Campaign We Are Looking For?

Our union experienced an organizing opportunity when the express package delivery company DHL bought Airborne Express. In 2004 the IBT won elections

at up to fifty DHL contractors around the country (the exact figure is hard to determine because DHL just drops organized contractors, forcing the locals to organize the same group under another company's name). Large units of DHL workers were also won in New York and Miami. Overall the IBT organized over 1,500 DHL workers in 2004.

On paper and in press releases the DHL record looks good. Behind the scenes, however, many local union officials are unhappy with the IBT's handling of the drive. Some locals have organized the same DHL unit more than once, investing significant resources into the same organizing drive without any end in sight of a good contract that can be defended. Local 162 in Portland, Ore. finally struck the DHL contractor, effectively shutting down their airport operation. The local had leverage until the IBT stepped in and told them to call off the strike. The employer knew of the IBT's decision before the local did.

We need to use the clout we have with thousands of Teamsters organized at DHL, including in many big cities and including the pilots, to put pressure on DHL to stop recycling the contractors as they are organized. The DHL drive has the potential to bring 10,000 new trucking Teamsters into our national contract and pension plans. We need to make it happen.

	2002	2003	2004
NLRB Elections Won	278	228	248
Workers Organized	8,782	8,352	7,199
NLRB Elections Lost	381	332	261
Petitions Withdrawn	443	504	299

All figures are based on statistics provided by the National Labor Relations Board. They do not include any public sector organizing or organizing in the rail and airline sector.

The study was conducted by the Teamster Rank and File Education and Legal Defense Foundation, which has analyzed NLRB organizing figures and Department of Labor statistics for years. Key report findings include:

- Teamster membership has fallen by over 100,000 since 1999 when Hoffa took office. The recent mergers of two rail unions and the graphic communication workers have recouped some of these losses, but mergers are not organizing. And you don't spend millions on organizing to merge with other unions.
- Organizing under Hoffa continues to fall far behind what was achieved in the 1990s. In 2004 the IBT won 248 elections. This figure was slightly better than the 228 wins in 2003, but worse than the 278 wins in 2002, and far worse than the average of 380 new shops organized annually a decade ago.
- Teamster organizing under Hoffa has largely ignored the nonunion competition in our union's core industries. Trucking and warehousing companies were targeted in just 19 percent of Teamster organizing drives.

Scrapped Reforms Drain Organizing Budget

Study Reveals Cost of Hoffa's Broken "Cut and Cap" Promises

When Hoffa launched his candidacy for General President, he pledged to implement a series of financial reforms at the IBT. Instead, bloated IBT salaries and perks are at an all-time high.

Our \$100,000 Club study reveals that Hoffa's broken "Cut and Cap" pledge has cost our union more than \$15 million since he took office in 1999. That's \$15 million that could have been spent to organize new members and increase our bargaining power—nearly four times what Hoffa saved by pulling the Teamsters out of the AFL-CIO, a move that was supposedly made to free up resources for organizing.

Hoffa made his promises to "Cut and Cap" and "Eliminate Expensive International Union Perks" in an official Hoffa Slate platform. These broken

promises include:

Hoffa promised to cap the General President and Secretary-Treasurer's salaries at \$150,000 a year. Hoffa's salary in 2004 was \$251,529; Secretary-Treasurer Tom Keegel's was \$228,277. This broken promise drained \$179,806 from the treasury in 2004.

Hoffa promised to cap the aggregate salaries of everyone on the IBT payroll at \$150,000. Our \$100,000 Club data reveals that 44 officials on the Hoffa payroll are in violation of this cap. The cost of this broken promise for 2004 alone was more than \$1.66 million.

Hoffa promised to "Eliminate expensive International Union perks," including the IBT's practice of paying the employee portion of social security taxes. This amounts to a 7.65 percent tax on

Teamster members and hidden extra compensation for International officials. For the 119 International officials listed here, this is costing Teamsters \$628,000 every year.

Hoffa also broke his promise to prohibit payment of housing expenses for officials in Washington, D.C. He pays himself and Keegel about \$66,000 a year to live in a fancy Washington hotel. Hoffa and Keegel signed checks of \$2,000 a month for a phony housing allowance to Carlow Scalf until the IRB caught wind of it and forced Scalf to pay the money back.

TDU members intend to give Hoffa a second chance to implement his abandoned reforms by submitting them to a binding vote at the 2006 IBT Convention in Las Vegas.

Southern California Grocery Agreement Settled

The negotiations covering approximately 8,000 members in the Southern California grocery industry have concluded. The five-year agreement contains wage increases of 50 cents, 45 cents, 50 cents, 45 cents and 50 cent; pension contribution increases of 10 cents, 0, 10 cents, 0 and 10 cents; and maintenance of benefits over the life of the agreement.

Even though members overwhelmingly ratified the offer, many were disappointed by the paltry pension increases and by the leadership's inability to negotiate improvements in other areas.

Huge issues face workers in the grocery industry: Unreasonable production standards, harsh attendance policies, dis-

regard for seniority and parity.

"I work for the largest company and we have the worst contract. While the industry standard is 7 to 1 for part-time ratios we have a 2 to 1 ratio. We make 33 cents less an hour than the average for the industry. We don't have Sunday Premium, averaged vacation pay or the overtime optional provision", says Frank Halstead, member of Local 572 employed by Ralphs Grocery (Kroger).

With the big employers still recovering from the UFCW strike/lockout, the opportunity existed to resolve some of these issues. Instead of patting themselves on the back and saying "It's the best contract in the Southern California grocery industry ever; the biggest and the

largest that's ever been bargained" as Paul Kenny, Secretary-Treasurer of Local 630 and Co-Chairman of the negotiating committee put it, our leaders should have used the leverage we had to make the improvements members have requested for years. The Chairman, J.C. 42 President Jim Santangelo said "we're very happy with this deal, because the employers were generous." But this "generosity" is going to result in less buying power, lower pensions and fighting the same old issues for five years.

ABF Runaround

ABF road drivers in Kernersville, N.C. and Orlando, Fla. are contending with a host of problems that stem from poor terminal management. Runarounds are rampant. Drivers either sit and wait for work or end up running hard to make up for lost earning potential.

"The terminal manager, Ron Meadows" an Orlando driver told *Convoy*, "seems to think that this is the way to run the operation, along with our Business Agent, Mr. Gary Brown. In the past three months, two drivers have just up and quit basically because of the deteriorating conditions here in Orlando. There are, at this writing, three trucks

down for repairs. Would ABF rent trucks so that the teams could possibly earn a living? Nope!

"What happens is that a team returning to Orlando has to give up their truck to the next team in waiting to go out so they can run. Subsequently, there are always three teams on the board waiting for the phone to ring. What does that mean to our earning potential?"

Is ABF purposely violating the contract on dispatch rules or is this mismanagement at the terminal level? Neither Local 385 in Orlando nor Local 391 in North Carolina seem interested in seeing that the contract is enforced.

TDU Convention



"I'll be at the TDU Convention with three other Teamsters from Local 901 in Puerto Rico. I've

learned so much there, both in the workshops and from other Teamsters who believe in standing up for members' rights at work and in our union. You can't put a price on that."

Millie Gonzalez
Local 901, Crowley
Puerto Rico

I'll Be There

IBT OK's Side Deals in Carhaul Division

It has become very apparent that the International Union and the Carhaul Division are behind moves to lower drivers' pay scale by 15 percent at a few terminals, with the danger that the wage cut could spread.

Over the past few months we've reported that side deals were given to Allied and E & L in Minneapolis, and then to Cassens in Warren, Ohio, providing for a headhaul mileage rate of 85 percent of union scale. There is no clause anywhere in the national contract that allows such a cut, even to attract new business.

What has been become clear is that Carhaul Director Fred Zuckerman and the International Union are squarely behind these improper concessions.

Local 377 Secretary-Treasurer Bob Bernat let members know that he was told to sign the deal with Cassens. All attempts by members and officers to tell Zuckerman and the International officials that the contract is being blatantly violated have been met with stonewalling or lies.

Affected members are petitioning to end the illegal deals, or at least get a vote on the wage cuts. Even that is an inadequate remedy, because no single terminal can vote to undercut all other carhauled: that's the point of having a national contract.

Will it take legal action to stop this gutting of our national contract? Or will it take a change in leadership in the Carhaul Division?



In the Midst of Inter-Union Warfare

ROCUC Proposes United Front on Rails

Ron Kaminkow
BLET Division 27, Milwaukee
Amtrak

(This story is an edited version of an article to appear in the October issue of Labor Notes.)

Since it was founded this past spring, Railroad Operating Crafts United (ROCUC) has spread the message of cross-craft unity to thousands of engineers and trainmen. The Brotherhood of Locomotive Engineer and Trainmen (BLET), a division of the Teamsters Rail Conference, represents primarily engineers, while the United Transportation Union (UTU) represents primarily trainmen, though both unions can represent either craft.

Responding to the most recent wave of infighting between their two unions, railroaders from the two groups are proposing a merger to unite the existing entities into a more democratic organization that would represent both, while guaranteeing craft autonomy.

Members Want Unity

While union officials foster hostility between the unions, rank-and-file members want unity. While the leadership scrambles to cut deals with the carriers, members desire cross-craft solidarity. And while top officials engage in illegal and unethical practices and even go to prison (as did former UTU president Byron Boyd when he was caught in a bribery scam), the members yearn for union democracy. In this environment, ROCUC was born and is capturing the imagination and support of railroaders from coast to coast. Facing threats from remote control technology and the carriers' quest for single-employee operation of through freight, members of both unions are in general agreement that the only way to stop the downward spiral is to unite. As Ryan Johnson, an engineer and member of UTU Local 650 puts it, "We need to be unified if we ever hope to make some gains from the carriers instead of giving away the farm every

round of bargaining."

Groundswell of Support

ROCUC's message is that only unity can bring strength against the carriers. ROCUC Steering Committee member Jeanette Wallis, of BLET Division 518 states, "As a working mother, I can't afford to see job safety and wages deteriorate because of infighting and petty bureaucracy. As rank-and-file workers, we need to see that the future of this industry depends on us coming together and creating it for ourselves. We have the power, but only if we stand together."

Already, hundreds of union members have contacted ROCUC and are busy disseminating flyers and brochures in rail terminals and on trains across the U.S. and Canada.

Recently, ROCUC supporters met in St. Louis to discuss their movement and hammer out a proposed merger agreement and constitution. The group conducts weekly conference calls which are open to BLET and UTU members who

wish to participate in the organization. All flyers, brochures, articles, and position statements are available on the newly refurbished website, www.ROCUCtoday.com. Between calls, ROCUC is guided by a seven member Steering Committee, which currently consists of four BLET members and three UTU members. In early November, ROCUC will hold a second meeting in St. Louis, this time as part of TDU's annual convention. (The BLET affiliated with the Teamsters in 2004 and as such, a number of BLET members have joined TDU, which has been very receptive and supportive of ROCUC.)

In the meantime, ROCUC is building a network of forward thinking union members in the rail industry based on a shared vision—one of unity and solidarity, democracy and resistance to the attacks of the rail carriers.

For more information on Railroad Operating Crafts United, call 312-924-1437.



Alert Members Answer the Call

"We're calling on all our UPS members to help us enforce the contract," says James Hoffa in the latest issue of UPS Teamster.

Members in Louisville Local 89 want to do their part by pointing out that the woman featured on the front cover—the one doing union work—is a supervisor. She sports the red polo shirt worn by supervisors on the wing ramp at the Worldport hub.

She is pictured just next to the headline: "Policing the Contract."

Pension Legislation on Senate Rollercoaster

Pension reform legislation was approved by the Senate Health, Education, Labor and Pensions (HELP) Committee in early September and appeared to be on a fast track. But then business interests intervened and the bill was postponed, apparently until the end of the year.

The HELP bill would provide a range of financial relief to defined benefit pension funds, like the funds that cover many Teamsters.

A negative provision called the Red Zone amendment was not included in the HELP version—thanks to some hard work by Teamster local officers and rank and filers who traveled to Washington to meet with Senate staff about the provision. Had it not been defeated, it would have allowed troubled plans to cut back pension benefits that have already been accrued.

Different corporate and union interests have voiced opposition to the pension bill based on particulars of their industries.

Continental and American Airlines opposed parts that would benefit their bankrupt competitors. General Motors and the United Auto Workers attacked a provision that would tie pension contribution requirements to a corporation's credit rating, noting that the auto industry has cyclical ups and downs.

A coalition that includes UPS management, the IBT and some Teamster pension plans offered amendments to provide more breathing room for underfunded multi-employer plans that were hurt by the stock market in 2000-2001.

Meanwhile, the International Union has been on its own roller coaster regarding the legislation. Last spring, when the house passed a similar bill, HR 2830, the IBT was pressing locals to circulate petitions in support of the legislation. Later they said they would take a wait and see attitude, and in late September the IBT issued a bulletin stating they now oppose both the House and Senate versions as drafted.

Book Offers Strategies for Union Reform

Democracy is Power, Labor Notes' handbook for getting members involved, has been reissued with a new foreword by Ken and Leonard Riley, leaders of the movement for rank and file power in the East Coast International Longshoremen's Association.

A new introduction brings the equation of democracy equaling power up to date, using history to explain the debates that divided the labor movement in 2005.

The book is a manual of strategies for union members, concentrating on the question, "what will make the union more powerful against the boss?" *Democracy is Power* argues that it is union members' willingness to act on

their own behalf on a daily basis that makes a difference.

The authors, Mike Parker and Martha Gruelle, offer practical tips on suggested bylaws, how to run a membership meeting, how to function in the meeting from the floor, the pros and cons of different election procedures, what to do after you get elected, and getting members involved through networks.

Union democracy is defined here as rank-and-file power and the essential ingredient for restoring the power of the labor movement. Without member power, *Democracy Is Power* argues, our successes will be merely numbers on paper.

Ask the Teamster Troublemaker

Overtime Overload

"We're being buried in forced overtime because of understaffing. Management is making us work 60 and 70-hour weeks. How can we make management hire enough employees, instead of working us to death?"

Overloaded on Overtime

Dear Overloaded:

Unwanted, forced overtime is a growing problem for Teamsters. With benefit costs rising, companies would rather make fewer Teamsters work more. Some overtime can be good, but for many Teamsters it's gone too far. Here are a few ways members are fighting back.

In some contracts, members have won restrictions on forced overtime. Grocery workers in Oregon Local 206 have contract language that bans mandatory overtime beyond two hours per shift. The UPS contract also contains language that restricts forced overtime.

Of course, any contract language is only as good as our union's resolve to enforce it. If your contract doesn't include these kinds of restrictions it's something to fight for in the next negotiations.

In the meantime, members can still take action to reduce forced overtime. A group grievance or petition is a good place to start. A group of warehouse workers in Southern California took this a step further. Hundreds of them filled

out forms along with their doctors to become eligible for periodic unpaid leave under the Family Medical Leave Act. A delegation of workers delivered the stack of forms, telling management "For every action, there's a reaction."

Management can play hardball too, forcing employees who take FMLA leave to use up their sick and vacation time while they are out. But an action like this, when done as a group, sends management a message and can obtain results.

Lots of times it's our kids and spouses

who are the hardest hit by

unwanted forced overtime

and they can play a part

in solving the problem

too. A batch of letters

to management

from kids who

want to know why

they never see

their mom or dad

can be effective—especial-

ly if manage-

ment knows the let-

ters will be going to the

media next. There's nothing

like a group of kids passing

out flyers offering a reward

for returning "Missing

Parents" to get the media's

attention—and manage-

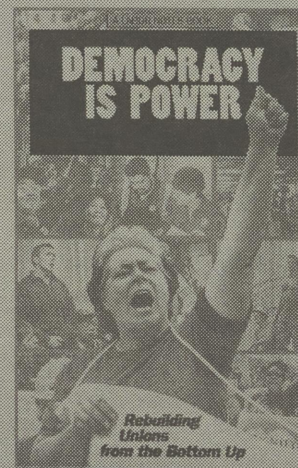
ment's.

Ask The
Teamster
Troublemaker

Who is the Teamster Troublemaker?

Employers are quick to label any Teamster who sticks up for the contract or questions management's authority as a "troublemaker." *Ask the Teamster Troublemaker* is a column dedicated to spreading the information that "troublemakers" need to enforce members' rights and build a stronger Teamsters Union.

If you have question or comment for the Teamster Troublemaker, call TDU at (313) 842-2600 or email us at info@tdu.org.



NOW MORE THAN EVER!

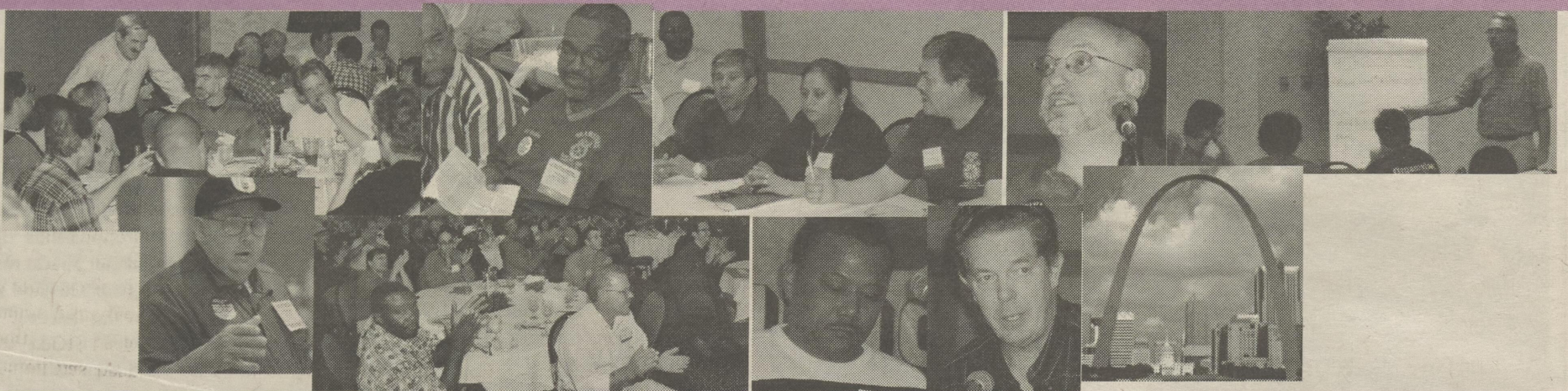
Do we have to choose between democracy and effectiveness? No way! Find out how to make democracy work in your local.

- ♦ Getting members involved
- ♦ Are bigger unions better?
- ♦ Running for office
- ♦ After you take office...

Reissued in 2005 with brand-new introduction, new foreword by Ken and Leonard Riley, and new resources section

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November 4-6, 2005 - St. Louis



30th Annual TDU Convention

Main Sessions & Themes

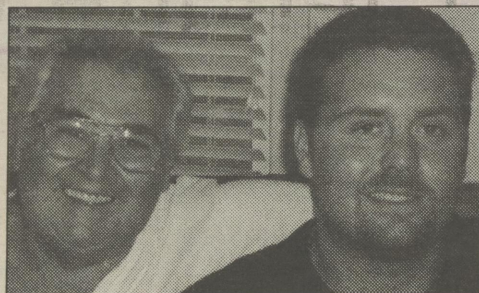
- ✓ **The 2006 Election Campaign**
- ✓ **Meeting the Overnite Challenge**
- ✓ **Winning Strong Contracts in 2008**
- ✓ **Securing Our Pensions & Healthcare**

We'll Be There...

"We're third and fourth generation Teamsters so you know how important the union has been to our family. We support TDU because it stands up for the union principles we believe in. You get a great sense of that when you come to the TDU Convention. We'll be in St. Louis with family and friends.

"We hope to see you there too!"

Jim Laslie Sr.
Local 89, USF Holland – Retired
Louisville, Ky.



Jim Laslie Jr.
Local 89, Yellow
Louisville, Ky.

Register Today!
Go to www.tdu.org or
Call (313)842-2600

Workshop Schedule 2005 TDU Convention

Friday, November 4

- Becoming Better Leaders: Union Leadership Skills
- Blowing the Whistle on Safety Hazards—and Protecting Your Job at the Same Time
- Reforming Our Union in 2006
- Beating Apathy and Getting Members Involved

Saturday, November 5

- Legal Rights on the Job and In the Union
- Running for IBT Convention Delegate
- Turning Up the Heat During Strikes
- The Overnite Challenge
- The Battle to Protect & Improve Pension and Health Benefits
- Becoming Better Leaders: Union Leadership Skills (Part II)

Sunday, November 6

- Organizing to Win Strong Contracts
- IBT History and Structure
- The Legal Rights of Stewards
- Building Teamster Reform: From the Shop Floor to the IBT
- Strategic Grievance Handling
- The AFL-CIO Split & the Need for a Stronger Labor Movement
- Bargaining: Drafting and Evaluating Contract Language